

**UNITED NATIONS  
DEPARTMENT OF  
PEACEKEEPING  
OPERATIONS**



**NATIONS UNIES  
DEPARTEMENT DES  
OPERATIONS DE  
MAINTIEN DE LA PAIX**

**United Nations Core values: INTEGRITY, PROFESSIONALISM, RESPECT FOR DIVERSITY**

**POST DESCRIPTION**

**Post Title:** Senior Police Adviser  
**Level:** P-5  
**Organizational Unit:** United Nations Assistance Mission in Afghanistan  
**Duty Station:** Kabul  
**Duration:** 12 months (extendable)

**Duties and Responsibilities:**

Under the guidance and supervision of the Special Representative of the Secretary-General (SRSG), the incumbent will act as Police Adviser to the Mission's leadership on all issues relating to the overall development of the Afghan National Police (ANP). The Senior Police Adviser will be responsible for the effective and efficient management of the UNAMA police component, and will:

- Provide strategic advice to the SRSG on all police-related issues, in the framework of the assistance and coordination role of UNAMA;
- Assist the SRSG in his deliberations regarding the police policies and development initiatives as a co-chair to the Joint Coordination and Monitoring Board (JCMB);
- Provide strategic advice to the Ministry of Interior and its leadership in support to strengthen the capacity of Afghan National Police (ANP);
- Lead and coordinate the activities of the UNAMA Police Advisory Unit;
- Represent UNAMA in the International Police Coordination Board (IPCB) and its subsidiary bodies to support, monitor and assess the substantive works;
- Establish and maintain full working relationships with CSTC-A, EUPOL Afghanistan and other partners involved in support and development of ANP;
- Provide guidance and supervision to the Police Advisers assigned in the regions to objectively accomplish their mandates, through regular interactions and field visits;
- Conduct analytical assessments of the ANP reform initiatives including its personnel administrations, fiscal and logistical systems, training management and operational capacities;
- Pursue initiatives to develop and implement quick impact on police projects in collaboration with other partners;
- Work closely with relevant UNAMA components and the UN country teams, in particular with UNDP, UNODC, on cross cutting issues relating to criminal justice, rule of law, human rights, gender and the crime and criminality of broader

ramifications (e.g. drug trafficking, organized crimes, international terrorism) to frame cohesive initiatives in support of the Afghan National Police;

- Provide assistance to the Joint Mission Analysis Cell (JMAC), UNDSS and other relevant entities in their security and threat assessment process from policing perspectives;
- Act as the point of contact with the Police Division/DPKO on aspects related to policing in Afghanistan.

#### **Experience / Education**

- **Education:** Advanced University Degree preferred in Political Science/ International Relations/Law/Management and Degree in Police Administration, in a pertinent field or a relevant combination of academic qualifications, professional training and experience;
- **Experience:**
  - Minimum of 15 years of active and progressive police experience in operational and police management positions;
  - Minimum of eight years of experience in senior police management at the level of Senior Superintendent of Police/Colonel or above;
  - In-depth understanding of the mandate of the police component in the Mission; Previous UN mission or other international policing experience at senior position is a significant advantage;
  - Good social, political and cultural awareness of Afghanistan and the region to appraise and evaluate the impacts of the ongoing regional and international initiatives.

#### **Other Essential Requirements**

- Ability to meet minimum UN Police peace operations requirements (Language Proficiency and Driving Skills);
- Computer Literacy;
- Skills in political assessment/analysis and the preparation of succinct analytical reports;
- Extensive ability and experience in preparing project proposals;
- Excellent physical and mental conditions (fulfilling all UN medical requirements);
- Availability for immediate deployment;

#### **Competence**

- **Professionalism** - Knowledge and understanding of theories, concepts and approaches relevant to democratic policing, law enforcement, etc.; actual experience in the development and implementation of community oriented policing programme; management and administration; good research, analytical and problem-solving skills; ability to identify and participate in the resolution of issues/problems; abilities to apply good judgment in the context of assignments given; ability to plan own work and manage work/task priorities.
- **Leadership/Management** - Leadership and supervisory skills and ability to coach, mentor and develop staff.

- **Communications** - Diplomacy, negotiation and excellent communication (spoken and written) skills, including the ability to draft/edit a variety of written reports and to articulate ideas in a clear and concise style.
- **Technology Awareness** - Fully proficient in the use of computer and relevant software and other applications, e.g. word processing, power point, graphics software, spreadsheets and other statistical applications, Internet, etc. familiarity with and experience in the use of various research methodologies and sources, including electronic sources on the internet, intranet and other databases
- **Teamwork** - Good interpersonal skills and ability to establish and maintain effective partnerships and working relations in a multi-cultural, multi-ethnic environment with sensitivity and respect for diversity.
- **Gender Mainstreaming** - Provide leadership and take responsibility for ensuring appropriate attention to both gender balance and geographic representation in staffing and incorporating gender perspectives into the substantive work.
- **Judgment/decision-making** - demonstrate sound judgment in applying technical expertise to resolve a range of issues/problems.

**Language Skills**

Fluency in English (both written and oral) required. Knowledge of Dari, Pashtun or Urdu is an added value.

**Command and Control**

The incumbent will be reporting to the Special Representative of the Secretary-General through the Deputy Special Representative of the Secretary-General (Pillar I).

**Note: Countries are also encouraged to nominate female candidates.**